

Oppose ERISA Healthcare Mandates (SB 1122) & Support Texas Businesses

Last Session, the Texas Legislature rejected bills to add expensive healthcare mandates to large Texas employers that rely on ERISA. New legislation filed again threatens these businesses with overregulation. Lawmakers should continue to oppose these costly, unnecessary, and inefficient government mandates.

What's ERISA and why does it matter?

- ERISA provides consistency across the country so that multi-state employers can provide fair, uniform benefits to all employees at a sustainable cost.
- Federal law known as ERISA—passed over half a century ago—protects most employers from excessive state regulations and mandates.
- The majority of Texas businesses fall under this protection, allowing them the freedom to offer health plans that control costs and fit the needs of their workforce.
- Texas laws are preempted from adding costly mandates to these employer plans, but that hasn't stopped some lawmakers from trying.

What the bill does:

- SB 1122 imposes expensive state pharmacy mandates on self-funded ERISA plans, restricting cost-savings and innovation.
- SB 1122 would increase health coverage costs for employers and their employees by \$464 million the first year and \$5.4 billion over 5 years.
- The Legislature exempted their own personal coverage and TRS from this mandate, because it was so expensive, costing TRS alone \$70 million over a biennium.

Why Texas Should Protect Employer-Based Coverage

- Texas employers are the backbone of health coverage, providing health benefits to nearly 15 million workers and their families across the state.
- Healthcare costs are rising at an unsustainable rate, with 85% of employers in a TAB survey citing it as a major concern.
- Businesses cover nearly 80% of monthly premium costs, ensuring employees have access to vital healthcare services.
- Employer healthcare costs are already too expensive, up 16% in the last three years, placing a strain on businesses and forcing them to pass on more costs to employees.

Texas Must Again Reject SB 1122 & All Attempt to Add Mandates to ERISA Plans

